

## **PhD Course “Gender differences: origins and consequences”**

### *Course description and purpose*

The purpose of this course is to provide students with a state-of-the-art overview of the literature relating to gender differences in labor market outcomes, its origins, and evidence on policies that can help to decrease these gender differences. The first part outlines research on different dimensions of gender differences and their origins. The second part is focused on policy. The geographical focus is mainly on the labor markets of developed economies.

The course is largely based upon empirical papers. We aim to familiarize students with both experimental and econometric approaches to the questions discussed, and to enable the student to critically discuss these.

The course takes place at SU in Q4 of the academic year 2017/18 (weeks 13-21).

### *Instructors*

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### *Course organization*

Each class consists of two parts. During the first part, the teacher presents the broader topic and the assigned papers' placement in the literature. The second part is dedicated to a group discussion of the selected paper with the goals of: i) exploring the methodological details and potential caveats; ii) using the paper as a starting point for ideas for future research on the topic, as well as discussions on possible existing data and empirical approaches. For each class, students are required to prepare discussion questions and/or comments the assigned papers (marked bold below).

### *Examination and grading*

The assignments during the course can give a total of three points. One point is rewarded for producing these questions for at least 8 out of 12 lectures. To pass the course, students can choose between writing a term paper on the course content and writing three referee reports. Term papers can be written similar to research proposals or pre-analysis plans, in which the student should outline why the research question is important, what earlier literature has found, what the hypotheses are, and how these would be tested. In the student workshop at the end of the course, the term papers will be presented and discussed. Term papers will be graded by following a scale of Fail (0 points), Pass (1 point), and Pass with Distinction (2 points).

Students who chose to write referee reports instead of a term paper will have to submit three referee reports. One of these referee reports needs to be presented during the student workshop at the end of the course (similar to a discussion at a workshop). Referee reports will be graded with either Fail (0 points) or Pass (1 point).

To get a Pass with Distinction on the course, students will need to gather three points (one from discussion questions and two from the term paper). To get a Pass on the course, students will need to gather two points (one from discussion questions and one from referee reports or term paper).

*Course structure and references*

**Bold = papers to be prepared for discussion**

*(RR) = available for writing referee reports*

PART 1: EVIDENCE FOR UNDERLYING DETERMINANTS OF GENDER GAPS

(1) Gender pay gaps (teacher: AB)

Bertrand, M. 2010. New Perspectives on Gender. In O. Ashenfelter, & D. Card (Eds.), Handbook of Labor Economics Volume 4B (pp. 1545-1592). Amsterdam: Elsevier.

**Black, S. and P. Strahan. 2001. The Division of Spoils: Rent-Sharing and Discrimination in a Regulated Industry. American Economic Review 91(4): 814-831.**

Blau, F. D. and L. M. Kahn. 2017. The Gender-Wage Gap: Extent, Trends, and Explanations. Journal of Economic Literature 55(3): 789–865.

**(RR) Cook, C., Diamond, R., Hall, J., List, J. A. and P. Oyer. 2018. “The Gender Earnings Gap in the Gig Economy: Evidence from over a Million Rideshare Drivers”.**

**(RR) Hakobyan, S. and J. McLaren. 2017. “NAFTA and the Gender Wage Gap” Upjohn Institute working paper 17-270.**

**(RR) Kleven, H., Landais, C. and J. E. Sogaard. 2018. "Children and Gender Inequality: Evidence from Denmark", NBER Working Paper 24219.**

Olivetti, C. and B. Petrongolo. 2016. “The evolution of the gender gap in industrialized countries”. Annual Review of Economics 8: 405-434.

(2) Gender discrimination (teacher: IB)

Baert, Stijn. "Field experimental evidence on gender discrimination in hiring: Biased as Heckman and Siegelman predicted?." Economics-THE OPEN ACCESS OPEN-ASSESSMENT E-JOURNAL 9.25 (2015): 1-11.

Marianne Bertrand & Esther Duflo. "Field Experiments on Discrimination," NBER Working Papers 22014, National Bureau of Economic Research, Inc. 2016.

**Black, Sandra E., and Elizabeth Brainerd. “Importing Equality? The Impact of Globalization on Gender Discrimination.” Industrial and Labor Relations Review, vol. 57, no. 4, 2004: 540–559.**

**(RR) Katherine Coffman, Christine Exley & Muriel Niederle (2017). When Gender Discrimination Is Not About Gender, Harvard Working Paper, December 2017**

David Neumark. "Experimental Research on Labor Market Discrimination," NBER Working Papers 22022, National Bureau of Economic Research, Inc. 2016.

(3) The role of competitiveness in educational and occupational choices (teacher: EE)

(RR) Oriana Bandiera, Greg Fischer, Andrea Prat and Erina Ytsma (2017) Do women respond less to performance pay? Building evidence from multiple experiments  
*Please focus your reading on the introduction, the foundations of the gender gap in performance and the discussion (section 1, 2 and 5).*

(RR) **Thomas Buser & Muriel Niederle & Hessel Oosterbeek, 2014. "Gender, Competitiveness, and Career Choices," *The Quarterly Journal of Economics*, Oxford University Press, vol. 129(3), pages 1409-1447.**

Niederle, Muriel, "Gender" Handbook of Experimental Economics, second edition, Eds. John Kagel and Alvin E. Roth, Princeton University Press, 2016, pp 481-553.  
<https://web.stanford.edu/~niederle/Gender.Niederle.pdf>

(4) Evaluations, hiring, and promotion (teacher: JS)

Iris Bohnet, van Geen, A., & Bazerman, M. H. (2016). When Performance Trumps Gender Bias. *Joint Versus Separate Evaluation. Management Science* , 62 (5), 1225-1234.

Goldin, C., C. Rouse. 2000. Orchestrating impartiality: The impact of "blind" auditions on female musicians. *American Economic Review* 90(4) 715–741.

(RR) Hengel, E. (2017), Publishing while female: Are women held to higher standards? Evidence from peer review. Working paper.

**Astrid Kunze and Amalia R. Miller (2017), Women Helping Women? Evidence from Private Sector Data on Workplace Hierarchies, *Review of Economics and Statistics* 99:5, 769-775**

Mengel, F., Sauermann, J. and Zölitz, U. (2017), Gender Bias in Teaching Evaluations, *Journal of the European Economic Association*, forthcoming.

(RR) Sarsons H. (2017) Recognition for Group Work. Working Paper.

(RR) Sarsons H. (2017), Interpreting Signals in the Labor Market: Evidence from Medical Referrals, Working Paper.

(5) Gender and negotiations (teacher: JSS)

(RR) Exley, Christine L., Muriel Niederle, and Lise Vesterlund (2017) "Knowing When to Ask: The Cost of Leaning-in.", Harvard Business School Working Paper, No. 16-115, March 2016. (Revised July 2017.)

(RR) **Mazei, Jens, Joachim Hueffmeier, Philipp Alexander Freund, Alice F. Stuhlmacher, Lena Bilke, and Guido Hertel. 2015. "A meta-analysis on gender differences in negotiation outcomes and their moderators." *Psychological Bulletin*, 141(1): 85–104.**

(RR) Leibbrandt, Andreas, and John A. List. 2015. "Do women avoid salary negotiations? Evidence from a large-scale natural field experiment." *Management Science*, 61(9): 2016–2024.

(6) Gender and decision making in groups (teacher: JSS)

(RR) Shamena Anwar, Patrick Bayer, and Randi Hjalmarsson (forthcoming) "A Jury of Her Peers: The Impact of the First Female Jurors on Criminal Convictions", *Economic Journal*. Open access.

(RR) Apesteguia, J., G. Azmat, and N. Iriberry. "The impact of gender composition on team performance and decision-making: Evidence from the field." *Management Science* 58:1 (2012): 78–93.

(RR) **Babcock, Linda, Maria P. Recalde, Lise Vesterlund, and Laurie Weingart. 2017. "Gender Differences in Accepting and Receiving Requests for Tasks with Low Promotability." *American Economic Review*, 107(3): 714-47.**

(RR) Bagues, Sylos Labini, Zinovyeva (2017), Does the Gender Composition of Scientific Committees Matter? *American Economic Review*, 2017, Vol. 107(4), pp. 1207-1238

(RR) Matsa, D. A., and A. R. Miller. "A female style in corporate leadership? Evidence from quotas." *American Economic Journal: Applied Economics* 5:3 (2013): 136–169.

(7) Stereotypes, identity, and norms (teacher: EE)

Akerlof, G A and R E Kranton (2000), "Economics and identity", *Quarterly Journal of Economics*, 115, 715-753.

**Bertrand, Marianne, Emir Kamenica, and Jessica Pan. 2015. *Gender Identity and Relative Income within Households*. *Quarterly Journal of Economics* 130(2): 571–614.**

Bordalo et al. 2016. Stereotypes. *Quarterly Journal of Economics*.

Hederos, K., and A. Stenberg (2017), "Gender Identity and Relative Income within Households: Evidence from Sweden", unpublished manuscript.

(8) Top income earners and Working Long Hours (teacher: AB)

Atkinson, A. B., Casarico, A. and S. Voitchovsky. 2016. Top Incomes and the Gender Divide. Melbourne Institute Working Paper No. 27/16.

**Bell, B., Boehm, M. and N. Fortin. 2017. Top Income Inequality and the Gender Pay Gap: Canada, Sweden and the United Kingdom. Labour Economics 46: 107-123.**

Boschini, Gunnarsson and Roine. 2017. Women in Top Incomes. Evidence from Sweden 1974–2013. IZA DP 10979.

Guvonen, F., Kaplan, G., Son, J., 2014. The Glass Ceiling and The Paper Floor: Gender Differences among Top Earners 1981-2012. NBER Working Paper 20560.

(RR) Keloharju Matti, Knüpfer Samuli and Joacim Tåg, 2017. What Prevents Female Executives from Reaching the Top?, Research Institute of Industrial Economics (IFN).

(RR) Cortes, G. M., Jaimovich, N. and H. E. Siu. 2018. The "End of Men" and Rise of Women in the High-Skilled Labor Market. NBER Working Paper 24274.

(9) Couple formation (teacher: JR)

(RR) **Stevenson, Betsey, and Justin Wolfers. 2007. Marriage and Divorce: Changes and their Driving Forces. *Journal of Economic Perspectives* 21(2): 27–52.**

(RR) Bursztyn, Leonardo, Fujuwara, Thomas, and Amanda Pallais. forthcoming. 'Acting Wife': Marriage Market Incentives and Labor Market Investments. *American Economic Review*.

(RR) Folke, Olla and Johanna Rickne. All the single ladies: Job promotions and marriage durability. Mimeo.

## PART 2: POLICIES

### (10) Family planning and parental leave policies (teacher: JS)

Adda, J., C. Dustmann, and K. Stevens, "The Career Costs of Children," *Journal of Political Economy* 125, no. 2 (April 2017): 293-337.

**Dahl, G., K.V. Løken, M. Mogstad and K. Salvanes (2016): What Is the Case for Paid Maternity Leave? *Review of Economics and Statistics*, 98, 655–670**

Dahl, G., K. V. Løken and M. Mogstad (2014): Peer Effects in Program Participation. *American Economic Review*, 104, 2049–2074

Goldin, C and L F Katz (2002), “The power of the pill: Oral contraceptives and women’s career and marriage decisions”, *Journal of Political Economy*, 110, 730–770.

### (11) Gender quotas (teacher: JR)

(RR) Besley, T. Folke, O., Persson, T. and J. Rickne. Forthcoming. Gender quotas and the crisis of the mediocre man: Theory and evidence from Sweden. *American Economic Review* 107(8): 2204—42.

(RR) **Niederle, Muriel, Carmit Segal, and Lise Vesterlund. 2013. How Costly is Diversity? Affirmative Action in Light of Gender Differences in Competitiveness. *Management Science* 59(1): 1–16.**

(RR) Beaman, Lori, Esther Duflo, Rohini Pande, and Petra Topalova. 2012. Female Leadership Raises Aspirations and Educational Attainment for Girls: A Policy Experiment in India. *Science Magazine*, February.

### (12) Policies: broadening the discussion (teacher: AB)

**Bohnet, Iris 2016. What works? Gender equality by design. Harvard University Press; chapters 8, 9, 11 and 12.**

Goldin, Claudia. 2014. A Grand Gender Convergence: Its Last Chapter. *American Economic Review* 104(4): 1091-1119.

Olivetti, Claudia and Barbara Petrongolo, 2017. The Economic Consequences of Family Policies: Lessons from a Century of Legislation in High-Income Countries. *Journal of Economic Perspectives* 31(1): 205-230.